

# **PERSONNEL POLICY BOARD**

## **APRIL 4, 2019**

### **MEETING**

Meeting was held Thursday, April 4, 2019, Commissioners Hearing Room, County-City Building, Lincoln, Nebraska.

Members present: Mike Thew, Jeanne Sayers, Tara Paulson. Members absent: Eric Brown, Steve Eicher. Human Resources Department resource staff attending: Karen Eurich.

The meeting was opened at 1:30 p.m. by Vice-Chair Tara Paulson.

It was moved by Jeanne Sayers and seconded by Mike Thew to approve the minutes of the August 2, 2018 meeting. Motion unanimously carried by roll call vote.

Agenda Item 1 was the request to create the classification 4743—Laborer II—G09. Nicole Gross of the Human Resources department explained this creation was at the request of the County Engineering department. She indicated Agenda Items 1 through 4 were all related. The department is creating this class to add new CDL language due to equipment changes that have occurred over time, and the purchase of new equipment within the department. Ron Bohaty from County Engineering answered questions from the Board. Following review and discussion of Items 1 through 4, it was moved by Mike Thew and seconded by Tara Paulson to approve the creation as presented. Motion unanimously carried by roll call vote.

Agenda Item 2 was the request to change the title and revise the classification 4520—Heavy Truck Operator to Equipment Operator. Nicole Gross of the Human Resources department explained this change was at the request of the County Engineering department. She explained that in reviewing the position descriptions that are used for evaluating employees for the Health Truck Operator and the Equipment Operator I that the descriptions were the same. It was decided to combine the two classifications into one and update the minimum requirements and title to be more in line with the industry standards. Following review and discussion of Items 1 through 4, it was moved by Mike Thew and seconded by Tara Paulson to approve the changes as presented. Motion unanimously carried by roll call vote.

Agenda Item 3 was the request to revise classifications 4523—Senior Equipment Operator and 9855—Engineering Technician III. Nicole Gross of the Human Resources department explained these revisions were at the request of the County Engineering department. Class 4523 revisions include updating the minimum requirements and experience needed to perform the duties of the classification. Class 9855 will be used as a construction management position, and the minimum qualifications were also updated. Ron Bohaty from County Engineering answered questions from the Board. Rick Deboer appeared on behalf of the AFSCME ‘G’ union to oppose some of the changes to the ‘G’ classifications. AFSCME attorney Jeanette Stull and Human Resources Director Doug McDaniel also addressed the Board. Following review and discussion of Items 1 through 4, it was moved by Mike Thew and seconded by Tara Paulson to approve the revisions as presented. Motion unanimously carried by roll call vote.

Agenda Item 4 was the request to delete classification 4521—Equipment Operator I. Nicole Gross of the Human Resources department explained the deletion was due to the action from Agenda Item 2 previously approved by the Board. It was moved by Mike Thew and seconded by Tara Paulson to approve the creation as presented. Motion unanimously carried by roll call vote.

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Agenda Item 5 was the request to change the pay grade of classification 5764—Screening Specialist from C08 to C13. Nicole Gross of the Human Resources department explained this classification is in the Community Corrections department and in reviewing classifications it was determined this change was needed for internal equity. It was moved by Mike Thew and seconded by Jeanne Sayers to approve the pay grade change as presented. Motion unanimously carried by roll call vote.

Agenda Item 6 was the request to amend Rule 17.19 of the Personnel Rules—Shift Differential. Doug McDaniel of the Human Resources department explained this change was due to negotiated changes with the AFSCME ‘A’ union and is needed in the Rules for the unrepresented employees. Following discussion, it was moved by Jeanne Sayers and seconded by Mike Thew to approve the amendment as presented. Motion unanimously carried by roll call vote.

Agenda Item 7 was the request for grievance hearing from FOP #77—Leah DuPont, Stanley Loadholt, Shane Dunn, Holly Le, Kenny Nolan, Ruth Wohlgemuth, Sara DaCosta, Ciera Tolbert and Chad Pierce—Youth Services Center. Tom McCarty of Keating O’Gara Law represented the grievants. Kristy Bauer of the County Attorney’s office represented the Youth Services Center. Tom McCarty informed the board the grievance was being revised to only represent employees Holly Le and Kenny Nolan. The proceedings were recorded by Julie Pell of Pell Reporting Inc. and are on file in that office. Twenty exhibits were offered. Kristy Bauer objected to Exhibits #15, #16, #17, #18, #19, and #20. Vice-Chair Tara Paulson received all exhibits. Witnesses: Kenny Nolan, Michelle Schindler, Melissa Hood. Following discussion, it was moved by Mike Thew and seconded by Tara Paulson to deny the grievance. Motion unanimously carried by roll call vote.

There being no further business, the meeting adjourned at 4:45 p.m.

The next regularly scheduled meeting is tentatively set for Thursday, May 2, 2019.

Karen Eurich

Human Resources Operations Specialist

PC: Leah DuPont  
Stanley Loadholt  
Shane Dunn  
Holly Le  
Kenny Nolan  
Ruth Wohlgemuth  
Sara DaCosta

Ciera Tolbert  
Chad Pierce  
Department Heads  
Rick Deboer  
Tom McCarty  
Kristy Bauer